

**City of Carson City
Agenda Report**

Date Submitted: 6-23-15

Agenda Date Requested: 7-2-14

Time Requested: 15 minutes

To: Board of Supervisors

From: City Manager

Subject Title: *(For possible action:)* Action to approve the collective bargaining agreement between Carson City and the Carson City Sheriff's Supervisory Association on behalf of the Carson City Sheriff's Lieutenants/Captains (July 1, 2015-June 30, 2019). *(Nick Marano, nmarano@carson.org)*

Staff Summary: This agenda item will be considered immediately after, but combined with, the corresponding collective bargaining agreement and both items will be heard simultaneously. Negotiations between the City and the Carson City Sheriff's Supervisory Association resulted in the proposed four year labor contract. This contract satisfies the interests of both the City and the employees. This matter is being considered in accordance with the public hearing process set forth in NRS 288.153.

Type of Action Requested: (check one)

Resolution

Ordinance

Formal Action/Motion

Other (Specify):

Does this Action Require a Business Impact Statement: Yes No

Recommended Board Action: I move to approve the collective bargaining agreement between Carson City and the Carson City Sheriff's Supervisory Association on behalf of the Carson City Sheriff's Lieutenants/Captains (July 1, 2015-June 30, 2019).

Explanation for Recommended Board Action: At the NRS 288.153 Public Hearing (and during the Board's consideration of the companion agenda action item for approval of the collective bargaining agreement), the City Manager is

recommending approval by the Board. The parties have tentatively agreed to a four year agreement retroactive to July 1, 2016 and ending on June 30, 2020.

The following substantive changes are proposed:

- Article 5 (I): Association must reimburse the City for association business leave or offset the value of the leave taken with concessions. (Senate Bill 241)
- Article 6 (B): Contract adjustments will be as follows:
 - FY 2016 2%
 - FY 2017 3%
 - FY 2018 3%
 - FY 2019 3%

Article 6(F): Beginning July 1, 2016, shift differential pay is added at \$2.00/hour

- Article 9(d): Employees will receive overtime in increments of 30 minutes for each phone call received while off duty.
- Article 11: Annual leave accrual increased from 14 hours per month to 16 hours per month
- Article 13(B)(2): Beginning July 1, 2017, active medical subsidy for dependents increases from 50% to 65%
- Article 13(B)(3): Beginning July 1, 2015, retiree subsidy will include dental, vision and life in the subsidy
- Article 19: Standby and On-Call pay increased from \$1.50/hour to \$2.00/hour
- Article 26: Peace Officer Standards & Training Certificate pay increased as follows:
 - Advanced P.O.S.T. from \$500.00/year to 1.5% of base pay
 - Supervisory/Management P.O.S.T. from 1.5% of base pay to 3.0% of base pay
 - Executive P.O.S.T. from 3% to 4.5%
- Article 27: Longevity is changed from a flat rate to a percentage of salary, similar to the language adopted by the Board in the Deputy Sheriff's labor agreement and the Sergeant's labor agreement. The cap in the first year is 5.5% and the remaining years the cap is 8.0%
- Article 34: Fiscal Emergency language added into the contract as required by Senate Bill 168
- Article 35: Successor agreement language added into the contract as required by Senate Bill 241.

Applicable Statute, Code, Policy, Rule or Regulation: N/A

Fiscal Impact: The total amount of the contract is estimated to be \$2,046,426 for the 4 year period.

Explanation of Impact: The financial impact over the 3% increase budgeted for in FY 2016 and the 3% increase projected for each year from FY 2017 to 2019 is as follows:

FY 2016 - \$21,533
FY 2017 - \$33,966
FY 2018 - \$38,552
FY 2019 - \$45,118
Total \$139,169

Supporting Material: Please reference the proposed labor contract attached as supporting material for the Public Hearing agenda item: Labor Agreement between Carson City and the Carson City Sheriff's Supervisory Association on behalf of the Lieutenants/Captains (July 1, 2015-June 30, 2019)

Prepared By: Melanie Bruketta, HR Director/Nick Providenti, Finance Director

Reviewed By: Lick Mancuso Date: 6/23/15
(City Manager)
Nick Providenti Date: 6/23/15
(Finance Director)
Joseph L. Whelan Date: 6/23/15
(District Attorney)

Board Action Taken:

Motion(s): _____ 1) _____ Aye/Nays
2) _____

(Vote Recorded By)